



COUNCIL
ON

: Social Work Education

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KATHERINE A. KENDALL BECOMES ASSOCIATE DIRECTOR OF THE COUNCIL

The Council on Social Work Education is pleased to announce that Dr. Katherine A. Kendall will assume the duties and responsibilities of Associate Director on July 1, 1958.

While a native of the Highlands of Scotland, Dr. Kendall has long been a citizen of the United States and all of her higher education was obtained in this country. She holds the A.M. in social work from Louisiana State University and the Ph.D. from the School of Social Service Administration, University of Chicago.



KATHERINE A. KENDALL

Her catholicity of interest and skill is exemplified by her recent excursion into the field of theatrical production as impresario of *The Dean's Dilemma* described elsewhere in this issue.

Dr. Kendall's devotion to the profession and to social work education has never been confined to North America. Her many and varied international assignments include: Secretary, International Association of Schools of Social Work, 1954 to date; Social Affairs Officer, United Nations, responsible for studies on international fellowships and education for social work, 1946-49; consultant to government of Guatemala on special problems related to social work training on official UN Mission, 1949; consultant on social work training and related matters, on assignment by U.S. Foreign Operations Administration to Paraguay, 1954; and frequent work-related trips to Europe.

Because she had held the post of Executive Secretary of the American Association of Schools of Social Work from 1950-52, Dr. Kendall lent invaluable assistance in

the period during which the transition was made from the AASSW to the Council on Social Work Education.

While no facet of the profession or of social work education has escaped her vigilance and consideration, her major endeavors since 1952 have been in the realm of curriculum as CSWE's consultant on educational services.

ALEX ROSEN JOINS CSWE AS CONSULTANT ON RECRUITMENT

On August 1, 1958, Alex Rosen will join CSWE's staff as Consultant on Recruitment. Mr. Rosen comes to the Council from the School of Social Work, Yeshiva University where he served as Associate Professor teaching courses in social group work. Prior to his faculty assignment, Mr. Rosen had served for four years as the Assistant Director of the Bureau of Personnel and Training of the National Jewish Welfare Board. During the summer of 1957 he joined CSWE on special assignment to develop a plan for a national accelerated recruitment program.

In March 1956 Mr. Rosen was the recipient of the Annisfield-Wolf Award of \$1,000 conferred by the *Saturday Review* for the best book on race relations for that year. The prize-winning book, entitled *A Manual of Intergroup Relations*, was co-authored with John P. Dean of the Sociology Department, Cornell University.



ALEX ROSEN

Mr. Rosen holds the M.S. degree from the New York School of Social Work and is currently enrolled in the doctoral program at the Center for Human Relations, New York University. He is married and has two teenage children. His wife is a graduate of the New York School of Social Work and is a member of the staff of the

NEW DEANS OF GRADUATE SCHOOLS OF SOCIAL WORK

The Council on Social Work Education extends felicitations to the graduate schools of social work which will begin the ensuing academic year with new deans. These are:

University of Pennsylvania: Ruth E. Smalley
Tulane University: Walter L. Kindelsperger
Western Reserve University: Nathan E. Cohen

THE COMPETITION FOR PROFESSIONAL MANPOWER*

Its Implications for Social Work Recruitment

Helen Wood, Chief,
Branch of Occupational Outlook and Specialized
Personnel, Bureau of Labor Statistics,
U.S. Department of Labor

The topic under consideration has two facets: 1) an analysis of the factors responsible for the increasing competition for creative professional manpower in recent years, and 2) the implications of this analysis for social work recruitment. Our national need for creative personnel has its roots in the scientific revolution which is now in progress, in the unparalleled international stress throughout the world, and in other fundamental political, economic and social conditions. Obviously, it is not possible to analyze all of these broad factors today. It is possible to attempt to shed light on the problems of personnel demand and supply in the professions—with the manpower studies conducted in the U.S. Department of Labor's Bureau of Labor Statistics as the chief source of illumination.

Labor Force—Present and Future

Let us start by looking at some past and prospective trends in the labor force as a whole, since a knowledge of these trends is essential to an understanding of the personnel situation in the professions and other fields of work.

Between 1950 and 1955, this country's total labor force (the total number of people employed or seeking work) increased moderately, from 65.5 to 68.9 million individuals, or by 3.4 million. A rise in the number of women workers accounted for more than half of this increase.

We are still in a period when the relatively small group of depression babies of the 1930's furnish the new recruits to the labor force and to the high schools and colleges. Therefore, between 1950 and 1955 there was an absolute decrease in the number of people 14-25 years of age available for employment (as shown in Chart 1). Moreover, the number of workers in the 25-34 age group rose very little during that period. The increase in the nation's work force which manned our expanding productivity from 1950 to 1955 was in the age group over 35 and, very importantly, in the age groups over 45 and 55.

Chart 2 shows the changes we expect in the labor force between 1955 and 1960, our current 5-year period. In order to derive the projections of the future labor

force used in Chart 1 and those to be considered later, the Bureau of Labor Statistics took a long look at population and labor force trends and social and economic changes. On the basis of these and other factors, and assuming favorable employment opportunities, we have projected the labor force to 1965. Our projections indicate an increase over the 1955 figure of about 10 1/2 million persons. Major changes expected in the future labor force are increasing work participation rates for women, particularly among married women over 35 years of age whose children are of school age or older; a decline in the participation rate among young persons because of the trend toward more years of schooling; and a decline in the labor force participation rate of older male workers.

Between 1955 and 1960, the labor force is expected to increase by 4.3 millions, from about 69 million in 1955 to 73.2 million by 1960. In this period, we begin to get an increase in the young people 14 to 24 years of age. Many of these will be doing part-time work while attending high school and college. By 1960, the 25 to 34 age group shows a positive decrease, and again the increase will come in the ages over 35, particularly in the group 45 to 54 years of age. Women will provide a larger part of the labor force increase than will men.

• Chart 3 shows the labor force changes from 1960 to 1965, where we first see the effect of the tremendous increase in the birth rate of recent years. As you probably all know, the birth rate began to rise in the first years of World War II, dropped again slightly in the later war years, and then really shot up in 1946 and 1947. The birth rate has mounted even higher since then, confounding all the population statisticians who confidently predicted that it would soon resume its reputed long-run, downward trend. Altogether, 50 million babies have been born since the end of World War II—a truly astonishing addition to the population and future work force, and one which will bring about further sharp increases in population when these babies reach childbearing age.

To return to Chart 3, between 1960 and 1965 the labor force will increase by 6 million, the largest increase in any 5-year period in our history, to upwards of 79 million. In the age group 14-24 years, the increase will be 3.2 million. Here again, as in the late 1950's there will be no increase to speak of in the workers in the ages 25 to 34, with a positive decrease in the number of men in that age group. A slight increase is expected in the number of men in the 35 to 44 year age group and a greater increase in the participation of women in the labor force, so that again, in the older age groups, the additions to the labor market will be mostly women.

Occupational Trends

With these labor force trends have come and will continue to come great occupational changes. As part of our occupational outlook program in the Bureau of Labor Statistics, we have made a set of occupational estimates for 1965. The current occupational distribution patterns (the percentages various occupations represent of total employment in each industry) were modified on the basis of past trends and expected changes in technology (including automation) and other factors, so that they would reflect the kind of economy we expect to have in 1965. By applying these 1965 occupational distribution patterns to industry employment projections for 1965, estimates

*An address delivered at a combined associate group meeting of the National Conference on Social Welfare, Chicago, Illinois, May 13, 1958. CSWE was one of the sponsoring associate groups.

were obtained for the major occupational groups and for individual occupations.

One of the most far-reaching occupational shifts, already in progress and expected to become more pronounced during the coming decade, is the emergence of white-collar occupations as the predominant occupational group in our economy (Chart 4). In 1955, the number of white-collar workers (professional and technical workers, managers, officials and proprietors, clerical, and sales workers) had about caught up with that of blue-collar workers (craftsmen, operatives, and laborers). In the following year, 1956, the turning point was reached, and white-collar workers for the first time outnumbered blue-collar workers. By 1965, they are expected to be substantially in the lead.

The changes expected in the various major categories of white-collar and blue-collar employment and also among service workers, who are not neatly classifiable in either the white-collar or blue-collar groups, are shown in Chart 5. You will note that farm workers and laborers are the only occupational groups in which employment gains are *not* anticipated. Furthermore, the number of skilled workers is expected to rise somewhat faster than the number of semiskilled operatives relative to the total numbers of workers involved. These are extremely important findings from many points of view, but the white-collar occupations are those of most immediate concern to this audience.

Clerical and sales workers are, of course, by far the largest group of white-collar personnel, and professional, technical and kindred workers are the smallest, employing only about 9 percent of the civilian labor force (or a total of 6.1 million people) in 1956. However, professional and kindred workers have the distinction of being the fastest-growing of all occupational groups, in either the white-collar or blue-collar categories. Between 1940 and 1950, professional and related employment increased by 37 percent; between 1950 and 1956 it rose another 28 percent. During the latter period, employment of clerical workers, the second fastest-growing group, rose only 20 percent.

The professions which have been growing most rapidly and will probably continue to do so are, in general, the newer ones: engineering, the natural sciences, accounting, psychology, and some others. The four "traditional" professions: teaching, medicine, law, and the ministry, are growing more slowly. Between 1940 and 1950, employment in these four professions taken together increased by only about 13 percent, compared with a gain of about 90 percent in engineering, for example. Unfortunately, there are no reliable statistics on the growth of employment in social work during this period. However, the rate of gain was probably more like that in the traditional professions than that in engineering.

Other occupations which are expanding very rapidly and will compete to some extent for personnel capable of college training are technician and related occupations, requiring about 2 years of post-high-school training. Between 1940 and 1950, the number of technicians at work in the country increased by 132 percent, and very large employment increases were reported also in some other occupations of a technical nature (for example, radio operators, 160 percent; surveyors, 90 percent; draftsmen, 68 percent). The growth in employment of technicians has been stimulated by the continuing shortages of fully qualified engineers, scientists, doctors, and nurses and the consequent demand for workers who can

take over some of the more routine duties performed by these professional personnel. The basic reason for the development of technician occupations is, however, the increasingly complicated nature of present-day technology, which has created a demand for personnel with the combination of basic scientific training and manual skill characteristic of technicians.

Administrative and managerial occupations will represent another major source of competition for college-trained personnel in the years ahead. As shown on Chart 5, the expansion in the total numbers of proprietors and managers in the country is expected to be moderate. However, there is a very marked trend toward rising educational requirements for administrative occupations and, indeed, also for clerical and sales occupations. College graduates are now being given preference for many executive trainee, sales, and other positions in industry which either did not exist a few decades ago or would have been filled by employees selected on the basis of their experience and personal characteristics rather than their educational background. One hears many stories of big companies with a president who started out in a skilled trade (for example, as a baker or machinist) but in which all the vice presidents are college graduates.

It seems that today we look for leadership in business and industry, in the military, and in government to the highly educated person, whereas only a few decades ago we often entrusted leadership to men who rose to the top through their common sense, initiative and boldness, without the help of much formal schooling. The emphasis on college education is now deeply ingrained in our society and will probably become still greater in the years ahead, especially in view of the constantly growing complexity of our industry and technology, which is ever increasing the amount of knowledge and skill required for efficiency in many fields of work. Thus, the future promises not a relaxation but a further intensification of the competition for college-educated personnel.

Older Women as Potential Source of Additional Personnel

Against this background, what hope is there of meeting the increasing needs for college-trained personnel in social work and other fields? And where is it most hopeful to look for an expansion in personnel resources?

The charts on prospective labor force trends up to 1965 suggest answers to these questions for the next decade. You will recall that up to 1960 most of the increase in the labor force is expected to take place in the age groups past 35, and importantly in those past 45 and 55, and more among women than among men. The social work profession may therefore wish to consider seriously what it can do to increase its employment of women in these age groups.

Practically all of the professions employing large numbers of women now have a serious shortage of personnel. The high turnover rate among women workers is a large factor in these shortages. In occupations employing chiefly men, the proportion of workers lost to the profession each year by death or retirement is generally between 1 and 4 percent (depending on the age of the workers in the occupation). In occupations with many women workers, however, the replacement rate is much higher, because of the large numbers of women who leave the labor market when they marry and, even more, when they have children. I have not seen any statistics

CHART 1
OUR CHANGING LABOR FORCE - 1950-1955
BETWEEN 1950 AND 1955 THE TOTAL LABOR FORCE INCREASED
BY 3.4 MILLION - FROM 65.5 TO 68.9 MILLION INDIVIDUALS

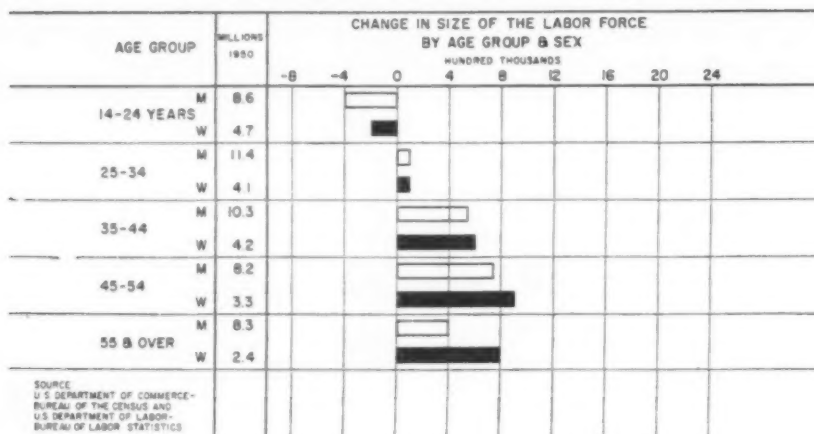


CHART 2
OUR CHANGING LABOR FORCE - 1955-1960
BETWEEN 1955 AND 1960 THE TOTAL LABOR FORCE IS EXPECTED
TO INCREASE BY 4.3 MILLION - FROM 68.9 TO 73.2 MILLION

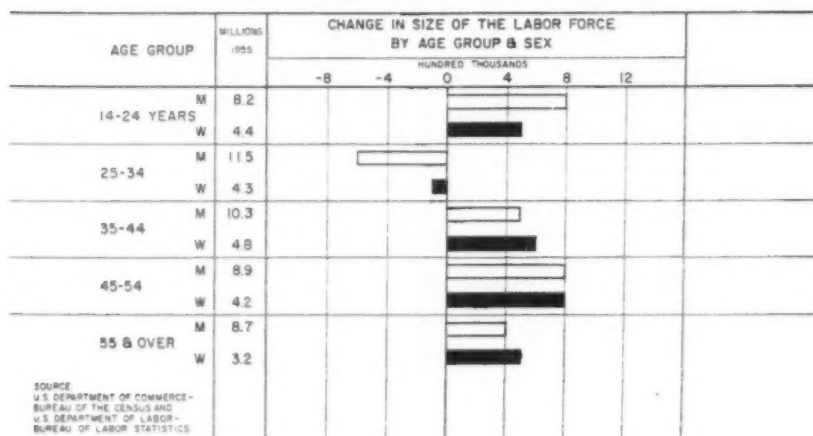


CHART 3
OUR CHANGING LABOR FORCE - 1960-1965
BETWEEN 1960 AND 1965 THE TOTAL LABOR FORCE IS EXPECTED
TO INCREASE BY 6 MILLION - FROM 73.2 TO 79.2 MILLION

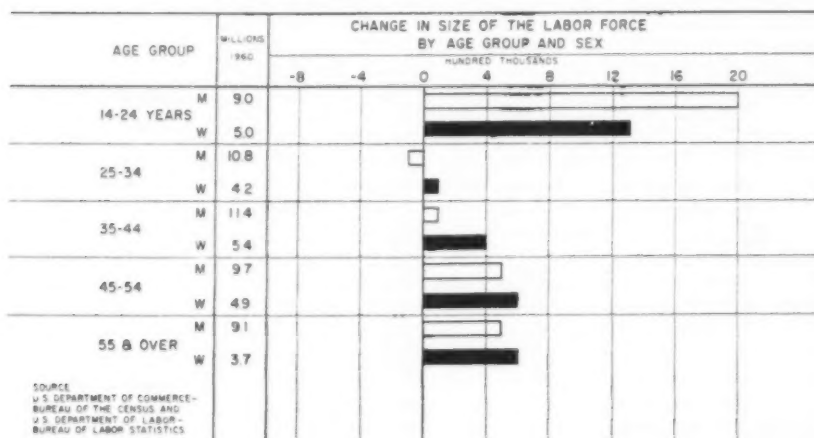
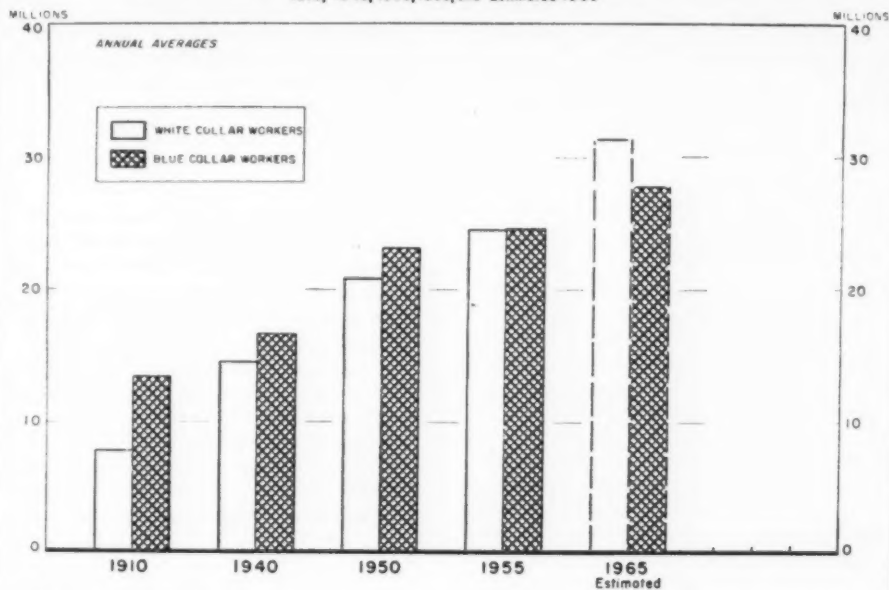


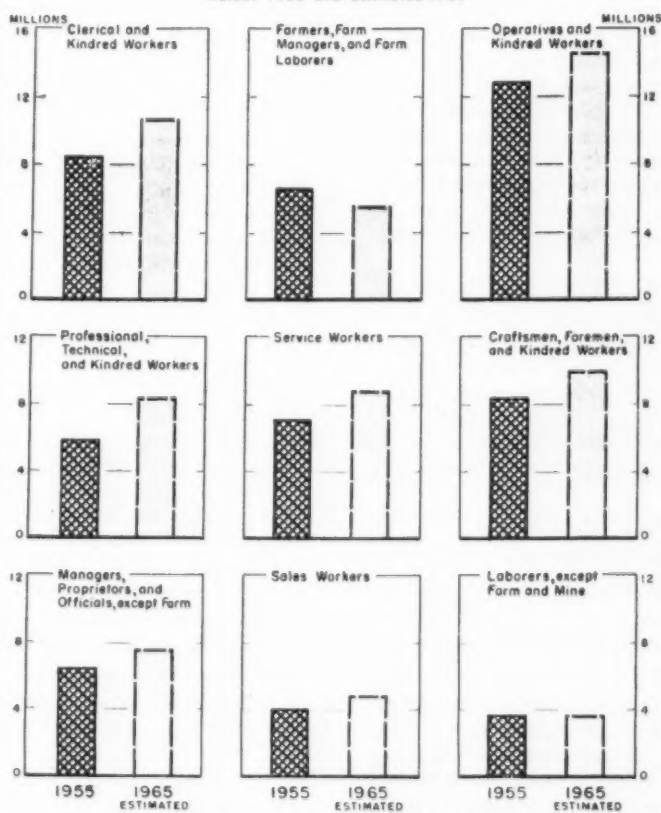
CHART 4
EMPLOYMENT OF WHITE COLLAR AND BLUE COLLAR WORKERS
1910, 1940, 1950, 1955, and Estimated 1965



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

Data for 1955 and 1965 not exactly comparable with earlier years.

CHART 5
EMPLOYMENT FOR MAJOR OCCUPATIONAL GROUPS
Actual 1955 and Estimated 1965



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

Source: 1955, U.S. Bureau of the Census, Monthly Report on the Labor Force
1965 Projections by U.S. Bureau of Labor Statistics

on the turnover rate among social workers, but the replacement rate in school teaching is estimated by the National Education Association to be at least 8 percent for the year 1958.

This is not to suggest that the social work profession could or should influence women with young children to stay on the job contrary to their wishes and their judgment for what is best for their families. But making it easier for women with social work training to come back to work when their children are a little older, and for college-educated women to get professional training at that point in their lives, could make a large contribution to the profession's personnel resources.

A recent study of women's work life patterns made in the Bureau of Labor Statistics indicates a strong tendency for women to return to work when their children reach school age, and also shows that this turning point in a woman's life is typically being reached at an earlier age than it was a generation ago. As you all know, there is a tendency these days to marry young. Moreover, it is usual for young people to start having children a year or two after marriage and to have succeeding children about two years apart. Most women therefore are younger when their families are completed and their youngest children are in school than were women in their mother's generation. Typically, the first child is born when the mother is 22, the second at 25, and the third when the mother is 27 years. By their early 30's women who have only 2 or 3 children no longer have responsibility for the care of preschool-age children and can return to paid employment. From this point onward, the proportion of married women working mounts steadily, until at age 45 it is about 36 percent—the same proportion as for women aged 25.

The employment of married women with children of course involves special problems and may require adjustments in the usual working arrangements. For one thing, it can be greatly facilitated by provisions for part-time employment. There has been a marked increase in recent years in the number of adult women who are part-time workers. According to a recent Census Bureau report, nearly one-third of the women 35 years of age and over in nonagricultural employment were working part time.

Many administrators have expressed skepticism about the advantages of part-time employment, arguing that the administrative difficulties involved are too great to make it worthwhile. This may be true in the case of inexperienced people who require training and extensive supervision. But all the evidence I have seen, including experience in our own office, indicates that part-time work can be very productive if the employees involved are trained and experienced.

Prospective Trends in College Graduations

In conclusion, let us look briefly at the prospective trends in college graduations, since these will greatly influence the chances of recruiting additional numbers of young people into social work.

The U.S. Office of Education anticipates a moderate but persistent rise in the next few years in the total number of bachelor's and first professional degrees awarded, and then a startling jump in graduations beginning about 1969, when the children born since World War II reach college-graduation age. It is estimated that, in 1968-1969, the total number of bachelor's and

first professional degrees awarded will be in the neighborhood of 730,000, considerably more than double the number awarded last year.

The \$64,000 question is, of course, what social work's share will be in this expected increase in graduations. I will not hazard even a guess on this point, which is only one facet of a much broader problem—namely, how we, in our democracy, can meet the needs for personnel in many fields and still maintain freedom of choice for the individual.

There are at least three general approaches to the solution of this general problem. One is through the development of adequate information on personnel needs in various fields of work and its dissemination to prospective workers. This is an area in which we, in the Bureau of Labor Statistics, are now trying to help, through our occupational outlook research program and publications. Our major publication, the *Occupational Outlook Handbook*, contains information on about 500 occupations, including social work, and is used for vocational guidance of high school and college students, in public employment offices, and in Veterans Administration and other counseling centers throughout the country.

Information as to the opportunities and personnel needs in various fields of work will be of no avail, however, if adequate educational facilities are not provided. Schools of social work may not yet be feeling the pressure of expanding enrollments, but they will do so before the end of the 1960's, if the profession even holds its own, in the percentage of college graduates it recruits.

There is, finally, the question of motivating students to select social work as their career field. Higher salary levels would help in this direction, of course, but many studies show that non-economic factors are at least as important as financial ones in the career and job choices of professional workers. This is certainly true of people interested in social work.

The challenge to the social work profession is to constantly increase its professional stature, to improve the financial status of its members, and to bring home forcefully, to the public in general and young people in particular, the rewarding and important opportunities for service which the profession offers.

NATIONAL AGENCY NEWS

National Council of the Churches of Christ in the United States of America

The Field Service subcommittee on the National Training Program for Social Welfare Secretaries and for local Council of Churches of the National Council of the Churches of Christ recently approved a report for the General Committee on: The Functions of a Social Welfare Department in a Council of Churches; A Job Description for a Social Welfare Executive in a Council of Churches; and the setting-up of Criteria for the Selection and Training of Candidates for the National Training Program.

Ann Elizabeth Neely, CSWE's Consultant on Program Services, served as subcommittee chairman.

Veterans Administration Appointee

Miss Margaret Daniel has been appointed Central Office Specialist, Education and Training, Social Work Service,

Veterans Administration, Department of Medicine and Surgery, Washington, D. C.

National Travelers Aid Association

CSWE notes with regret the resignation as General Director of National Travelers Aid Association of Laurin E. Hyde, effective September 1, 1958. During the formative years of CSWE he worked closely with us and lent both vision and support to the task of surmounting the many problems inherent in the establishment of this type of organization. CSWE extends best wishes to him in all of his future endeavors and looks forward to his continued activity and interest in social work education.

CSWE welcomes Mrs. Savilla Millis Simons as new General Director of National Travelers Aid Association and looks forward with confidence to a long and happy relationship between NTAS and CSWE. Mrs. Simons has demonstrated her interest in social work education and the Council in her service on a variety of committees and as a member of CSWE's Board. She assumes her new responsibilities on September 1, 1958.

GRADUATE SCHOOL NEWS

L'Université de Montreal

Father Andre-M. Guillemette, O. P., Director of the School of Social Work, provided CSWE with a report on new and important actions taken by the university with respect to the school:

- 1) The official name of the school is now L'Ecole de Service Social, rather than La Section de Service Social.
- 2) The diploma in social work, given until now to non-B.A. students taking the regular course, is to be replaced by a Certificate of Professional Studies (Certificat d'etudes professionnelles).
- 3) In the future the school will award an M.A. (Service Social) instead of the M.S.S. (maitrise en service social).
- 4) As of September 1958, the school will offer a two-year program leading to the M.A. degree rather than the three-year program offered previously.

University of Chicago - 50th Anniversary

The School of Social Service Administration, University of Chicago, initiated a year of golden jubilee commemorations on Tuesday evening, May 13, 1958 with a dinner held during the National Conference on Social Welfare.

The first school of social work to be incorporated into a university and to confer the Ph.D. degree, the School of Social Service Administration became a professional school of the University of Chicago in 1920. It had had an independent existence from 1908 as the Chicago School of Civics and Philanthropy under the leadership of Miss Julia Lathrop.

The school has had an illustrious faculty since its inception. Among the early notables listed as lecturers were Jane Addams, Edith Abbott, Sophonisba Breckinridge, Dr. W. A. Evans, then Chicago Commissioner of Health, and Harry Olson, Chief Justice of the Municipal Court of Chicago. Equally illustrious has been the procession of leaders who have served as dean: Edith Abbott, Helen R. Wright and currently, Alton A. Linford.

CSWE congratulates the school, the dean, the faculty and the University of Chicago on this anniversary and looks forward to many years of happy cooperation as the school

continues to grow and to serve social work education and the profession.

The New York School of Social Work

Gordon Hamilton, Professor Emeritus, was named recipient of the 1958 Florina Lasker Award. The citation read: "for a superior record of achievement as practitioner, educator, scholar, author, thinker and leader" in the social work profession. The presentation was made on Thursday, May 15 at a dinner meeting sponsored by CSWE of the Committee on the History of Social Welfare. Dr. Eveline Burns, President of the Conference for 1958, conferred the award.

Kenneth D. Johnson has been named Dean Emeritus. Dean Johnson has been in poor health and will begin a year's leave of absence on July 1, 1958.

Clara A. Kaiser has been appointed Acting Dean as of July 1, 1958. Dr. Kaiser has been a member of the faculty of NYSSW since 1935.

University of Washington

Dr. Victor I. Howerly, formerly Director, now Dean of the School of Social Work at the University of Washington, provided CSWE with the welcome news that the school has been established as an independent professional school carrying the same status within the university as that held by medicine, dentistry, nursing and law. Dr. Howerly has served as Director of the school since 1952. His appointment as Dean of the new independent school was effective March 16, 1958.

Louisiana State University

Dr. Harrison A. Dobbs, Professor, School of Social Welfare, LSU, will retire this year. Former students and colleagues of Dr. Dobbs are unanimous in their high regard for him and for his contribution to social work education. CSWE wishes him a happy and more leisurely existence secure in the knowledge that wherever he is he will be serving the profession in one way or another.

NEW FILMS

An American Girl. A film tribute to juvenile decency. Based on the actual experience of a mid-western teenager confronted with religious prejudice in a typical, growing suburban community. Probes the emotional troubles that confuse decent young minds assaulted by the inconsistency between what people say and what they do. 16mm, black and white, sound, 28½ minutes. Information on rental and purchase prints available from: Dynamic Films, Inc., 405 Park Avenue, New York 22, N. Y.

Burden of Truth. A film, illustrative of the efforts of the United Steelworkers of America to combat discrimination against Negroes. Available for use free, on request to: Francis C. Shane, Executive Secretary, United Steelworkers of America, Committee on Civil Rights, 1500 Commonwealth Building, Pittsburgh 22, Pennsylvania.

More Than a Job. A color filmstrip with fifty-six frames, accompanying script and discussion guide. Tells the story of a teenage program director in a YWCA and highlights the situations that evolve as she works with people. Publications Services, YWCA, 600 Lexington Avenue, New York 22, N. Y. \$5.00.

RECOMMENDED ACTION ON UNEMPLOYMENT

Statement on Services to Unemployed: AFL-CIO Community Services Committee, February 4, 1958

While the AFL-CIO moves on the economic, legislative and political fronts to prevent unemployment, it is equally important for us to help meet the immediate needs of the unemployed.

We recognize that the trade union has a responsibility to the unemployed non-dues paying member as well as to the employed dues-paying member.

To discharge this responsibility, the local community services committee must develop, in cooperation with public and voluntary agencies, a comprehensive program of effective service so that no unemployed member or his family will go without food, clothing, shelter and medical care.

Excerpt from Letter dated 4/1/58, to The Honorable Paul H. Douglas, U.S. Senator, from Raymond M. Hilliard, Director, Cook County Department of Welfare

An immediately effective and forthright step which could be taken by the Congress to aid states in coping with the problem of unemployment would be an amendment to the Social Security Act, to provide federal funds for general

assistance with special provision for such assistance to be available for migrants. This step would have been sound even in good times; in bad times the need for it becomes particularly urgent.

The federal government now provides reimbursement for all the forms of assistance except general assistance. Yet general assistance is the one program which absorbs the shock of unemployment. Appropriated funds for this program in Illinois, and I suspect elsewhere, are woefully short. In addition, substantial numbers of the unemployed have no unemployment insurance coverage whatever and their only recourse is to general assistance. I would suggest a 50-50 formula for reimbursement, with 100 percent federal reimbursement being available for needy migrants, namely those who had resided in the state for less than one year.

...[among the] compelling reasons why migrants should be considered a special concern of the federal government [are]:

1. Migrants are human beings in interstate commerce...
2. The plight of migrants is an acute social problem throughout the nation. ...This whole problem of migrants is one which has never been faced squarely.
3. Federal aid for migrants would put to rest forever all the bickering within states and between states over residence laws.

IN MEMORIAM

The Council on Social Work Education records with sorrow the death of:

M. Robert Gomberg, a nationally known authority on family welfare and counseling, and for ten years Executive Director of the Jewish Family Service of New York, died on April 25, 1958. Dr. Gomberg joined the staff of the Pleasantville Cottage School and then of the Jewish Child Care Association in 1936 as a psychiatric social worker and psychologist. He then joined the staff of the Jewish Family Welfare Society of Brooklyn and, when that organization merged with the Jewish Social Service Association in 1946 to create the present Jewish Family Service of New York, he became Assistant Executive. He was appointed Executive Director in 1949. Dr. Gomberg's untimely death shortly prior to his 44th birthday saddened the entire field and deprived the profession of a leader and worker of remarkable gifts.

Rhoda O'Mera who, in addition to her interest and efforts for social work education, fought valiantly for services to people as the regional representative of the Bureau of Public Assistance in Atlanta, Georgia. Her support of adequate standards for Aid to Dependent Children will be greatly missed throughout the South. Miss O'Mera died on April 26, 1958.

Rose Porter was a pioneer in her work with the Child Guidance Clinic of Bakersfield, California and an initiator of new and expanded services in the family agency of Salt Lake City. In Bakersfield she was both imaginative and skillful in developing psychiatric services to children in an area where they had never been available, and in mobilizing the rather limited resources of the community in the work of the agency. Her contribution to the profession was a lasting one.

Philip Schiff was Washington representative of the National Jewish Welfare Board from 1942 until his death on February 14, 1958. Prior to his appointment in Washington he had been Executive Director of the New Orleans Jewish Community Center and Headworker of Madison House in New York City. At the time of his death the *Washington-Post Herald* editorialized:

...It was his habit to work inconspicuously and unobtrusively. He was, nevertheless, one of Washington's real leaders in everything pertaining to care of the sick and needy, the homeless and helpless. He brought to problems of this kind the wisdom and skill of long experience and training in social work. But he brought also a nature of extraordinary compassion, warmth and quickness of insight. ... The community is the poorer for his passing.

Philip Schiff served the Council on Social Work Education with sustained interest and effort as a member of the Council of Delegates, a member of the Nominating Committee and, in 1955-56, as Chairman of the Nominating Committee. Social work education, too, is the poorer for his passing.

NEW COUNCIL PUBLICATIONS

PROCEEDINGS - SIXTH ANNUAL PROGRAM MEETING - DETROIT

Education for Social Work - 1958: GENERAL SESSIONS PAPERS AND SELECTED PAPERS. #8-18-10, \$3.00
Community Organization - Workshop Report #8-18-17, .50
Reprints from Education for Social Work - 1958:

"Professional Education as Higher Education" - Charles Frankel . . . #8-18-10a .50
"The Aims of Professional Education" - Wm. J. Mc Glothlin. . . . #8-18-10b .50

Employment Responsibilities of Social Group Work Graduates - Prepared by Gladys Ryland for the Committee on Group Work #8-22-1 2.00

Social Work Education, Special Recruitment Issue, Vol. VI, No. 2 1.00

All of the above may be ordered from: Council on Social Work Education, 345 East 46th Street, New York 17, N. Y.

Catalogue of Publications will be sent free on request.

SCHOLARSHIPS ESTABLISHED BY NEW YORK CONFERENCE OF AUGUSTANA LUTHERAN CHURCH

Among many important decisions reached by the delegation at the 1958 convention of the New York Conference of the Augustana Lutheran Church was one of special interest to readers of *Social Work Education*. The Conference voted to establish two full tuition scholarships at Upsala College for juniors and/or seniors preparing to enter social service work.

COUNCIL EXTRAVAGANZA "WOWS 'EM" IN CHICAGO

The Deans' Dilemma or No Bar to Recruitment had its premiere performance on Thursday evening, May 15, 1958 at the National Conference on Social Welfare in Chicago, Illinois. Reports of its success have been pouring in to the national office from all over the country. A stellar cast of deans of graduate schools of social work, executives of national agencies, CSWE staff, faculty and other social work related geniuses, wrote libretto and lyrics, and turned in spectacular performances. A return engagement is planned at the:

SEVENTH ANNUAL PROGRAM MEETING - PHILADELPHIA, PENNSYLVANIA

January 21-24, 1959 - Hotel Sheraton
GET YOUR RESERVATIONS IN EARLY!

Persons unfortunate enough to have missed this outstanding event in Chicago and desirous of a preview may purchase copies of the lyrics: #8-64-6, 25¢. from Council on Social Work Education, 345 East 46th Street, New York 17, N. Y.

PUBLICATIONS OF INTEREST TO COUNCIL MEMBERSHIP

These are NOT CSWE publications. They may be obtained from the publishers or organizations indicated.

Annual Report - 1957. U.S. Department of Health, Education and Welfare. Superintendent of Documents, U.S. Government Printing Office, Washington 25, D. C. 75¢.

The Beginning Teacher, A Survey of New Teachers in the Public Schools 1956-57 - Ward S. Mason with the assistance of Robert J. Dressel and Robert K. Bain. Contains extensive information on teacher salaries as well as other data of interest. Circular No. 510, U.S. Department of Health, Education, and Welfare. Superintendent of Documents, Washington 25, D. C. 40¢.

YWCA Triennial Convention, St. Louis

Professor Homer C. Bishop of the George Warren Brown School of Social Work, braved the hazards of being one of three or four men among a group of approximately 3,000 women to represent CSWE at the YWCA Triennial Convention in St. Louis. Professor Bishop reported that it was "an extremely hard-working and exciting conference."

Social Legislation Information Service

Dr. Erna Magnus of Howard University represented CSWE at the Second Annual Meeting of Social Legislation Information Service. Representatives of voluntary national organizations were convened on February 5 and 6 in Washington, D. C. The theme of this year's meeting was "What is New and Different in the Health, Education, and Welfare Department's Program and Budget in the Year Ahead?" About 400 representatives from different parts of the country were in attendance.

National Conference on International Economic and Social Development

Jane M. Hoey, President of CSWE, served as Council representative to the National Conference on International Economic and Social Development on February 26, 1958 in Washington, D. C.

National Committee on the Aging

The Very Rev. Msgr. John J. Lennon, Dean of the National Catholic School of Social Service, served as CSWE's representative to the meeting of the National Committee on the Aging of the National Social Welfare Assembly on March 13 and 14, 1958, in Washington, D.C.

Community in Disaster - William H. Form and Sigmund Nosow. A study of a community disaster, its effects and its aftermath, based on hundreds of interviews with survivors and rescue workers. The authors provide analyses of individual and group behavior in the light of recent theories of social role and the predictability of behavior. Harper and Brothers, New York, 1958. \$5.00.

Concepts and Methods of Social Work: Social Case Work, Social Group Work, Community Welfare Organization, ed. by Walter A. Friedlander. Contributors:

Henry S. Maas, Gisela Konopka and Genevieve W. Carter. An attempt to bring into focus the dynamics of all three basic methods. Concepts and principles, together with specific techniques and case studies, are presented in dealing with each method. Prentice-Hall, Inc. New York, 1958. \$4.50.

Confidentiality in Social Services to Individuals, an examination of basic concepts and everyday practices, with suggestions for overcoming current problems, by the *ad hoc* Committee on Confidentiality of the National Social Welfare Assembly, 1958. NSWA, 345 East 46th Street, New York 17, N. Y. 50¢.

Eduard C. Lindeman and Social Work Philosophy - Gisela Konopka. Includes a biographical sketch of Lindeman, the development of his philosophy over the three decades of his most fruitful period from 1920 to 1953, when he died, and a description of social work values and goals before and during his career to serve as a background for an understanding of Lindeman's contribution. University of Minnesota Press, Minneapolis, Minnesota, 1958. \$4.50.

Field Work Instruction in Social Work. A selected bibliography for field work instruction, organized and compiled to make these references available in a systematic way to social workers engaged in or interested in social work education. Copies of this mimeographed document will be supplied on request to graduate schools of social work by: Harleigh B. Trecker, Dean, University of Connecticut, School of Social Work, 1380 Asylum Avenue, Hartford 5, Conn. Free.

A Guide to Statistical Calculations - Harold E. Yuker. A step-by-step guide to the performance of elementary calculations in biological, business, economic, mathematical, sociological, and psychological statistics. G. P. Putnam's Sons, 210 Madison Ave., New York, 1958. \$1.95.

International Social Work. A new quarterly, published by International Conference of Social Work and International Association of Schools of Social Work. Designed to provide up-to-date information on international social welfare and international social work education through articles, essays, news items on developments in the field and reports of the activities of the two organizations. Subscription rates: \$3.00 (Asia), \$3.50 (Europe and Middle East), \$4.00 (North and South America). Order from: International Conference of Social Work, Room 1017, 345 E. 46th St., New York 17, N. Y.

Medical Social Work, Preparation and Performance. Report of a Conference sponsored by the Medical Social Division of the National Foundation for Infantile Paralysis, Arden House-Harriman, New York, March 3-7, 1957. NFIP, 301 East 42nd Street, New York, N. Y. Free.

New Dimensions of Learning in a Free Society, Seminar Addresses, Discussions, Public Lectures, Inaugural Address, delivered on the occasion of the Inauguration of Edward Harold Litchfield, twelfth Chancellor, University of Pittsburgh, May 9, 10, 11, 1957. Vide "Man's Quest for Freedom and Security: Implications for Social Work Education in the Twentieth Century," J. F. de Jongh. University of Pittsburgh Press, Pittsburgh, Pa., 1958.

Professional and Technical Workers for the Blind: How Much Are They Paid? - Sidney G. Tickton. American Foundation for the Blind, 15 West 16th Street, New York 11, N. Y. 1958. 40¢.

Regent Park, A Study in Slum Clearance - Albert Rose. A report on Regent Park, Canada's first extensive experiment in slum clearance and urban redevelopment. Materials covered are: how a concerned group of citizens banded together to press the city council into action; how the entire project was financed; and then administered; who had resided in the slums, and who were rehoused; what happened to the health, family welfare, social relationships, recreation, and education of the new inhabitants. University of Toronto Press, Toronto, Canada, 1958. \$5.50.

Social Perspectives on Behavior, ed. by Herman D. Stein and Richard A. Cloward, with an introduction by Gordon Hamilton. An exposition of the sociocultural basis of social behavior. An introductory reader of social science materials selected for their direct relevance to practical situations for the use of social workers, teachers, doctors, nurses, lawyers, and clergymen. Free Press, Glencoe, Illinois, 1958. \$7.50.

Summary of the Institute on Undergraduate Education for Social Work, sponsored by the Department of Sociology and the Graduate School of Social Work, University of Utah, 1957. Address inquiries to: Graduate School of Social Work, University of Utah, Salt Lake City, Utah.

Summer Placement Directory - 1958. Covers 20 foreign countries and all 48 states. The Advancement and Placement Institute, Box 99G, Greenpoint Station, Brooklyn 22, New York. \$2.00.

Ten Million and One, Neurological Disability as a National Problem. An Arden House Conference sponsored by the National Health Council. Explores the realistic possibilities of meeting the problems posed by neurological disabilities. Hoeber-Harper, New York, 1957. \$3.50.

Trends in Community Development Programs in the United States - Paul G. Phillips. A report prepared in response to United Nations Memorandum No. SP 122/21(3) for inclusion in the Second International Survey of Programmes of Social Development, 1958. Write to: Community Development Division, Louis M. Miniclier, Chief, International Cooperation Administration, Washington, D. C.

Use of Group Methods in Social Welfare Settings. A workshop sponsored jointly by Mental Health Services of Louisiana State Department of Hospitals and Tulane School of Social Work. Limited number of copies available. School of Social Work, Tulane University, New Orleans, Louisiana, 1957. 30¢.

World-Wide Graduate Award Directory - 1957. The Advancement and Placement Institute, Box 99E, Greenpoint Station, Brooklyn 22, N. Y. \$2.00.

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Jane M. Hoey, President
Ernest F. Witte, Executive Director
Mrs. Janice L. Gorn, Editor

Income Tax Regulations Relating to Deductibility of Expenses Incurred for Education

The Council on Social Work Education is publishing below at the suggestion of Miss Dorothy Evans of the New York School of Social Work, information on the Treasury Regulations governing Federal Income Tax deductions allowable for expenses for education. It is thought that this information may be significant for some social workers undertaking professional study in a school of social work.

New income tax regulations relating to deductibility of expenses incurred for education were made public on April 4 by the Treasury Department.

Treasury Secretary Robert B. Anderson said the new regulations stem from earlier proposed regulations which have been under review for some time by the Department.

The Regulations in full can be found in the April 5, 1958 issue of the Federal Register, Vol. 23, No. 68.

The following interpretation of the Regulations is taken from a letter written by Treasury Secretary Anderson to Department of Health, Education, and Welfare Secretary Folsom: Quote

The new regulations on business expenses, including expenses incurred by teachers for education, have been given final approval by this Department. The new regulations give much more liberal tax treatment for such expenses. The regulations are being filed with the Federal Register today.

The new regulations result from proposed regulations on business expenses which have been under review for some time by this Department. The proposed regulations invoked strong objection by various groups, including representatives of teachers, which were voiced at public hearings held on September 11, 1956, and submitted in written protests. The present approved regulations were the result of study of the objections and a re-examination of court decisions on the subject.

The final regulations are more liberal than the proposed in that the expenses incurred by a teacher for education may be deducted even though such expenses are incurred voluntarily and even though the courses taken carry academic credit or result in an increase in salary or promotion. This, in effect, removes the distinction previously drawn between self-employed persons and employees such as teachers.

Under the regulations, expenditures for education are deductible if undertaken "primarily for the purpose" of (1) maintaining or improving skills required by a taxpayer in his employment or other trade or business, or (2) meeting the express requirements of the taxpayer's employer (or applicable law) imposed as a condition to the retention by the taxpayer of his salary, status or employment. The regulations also provide that if it is customary for other established members of the taxpayer's trade or business to undertake education of the type referred to in (1) above, the taxpayer will ordinarily be considered to have undertaken this education for the required purposes. This will, of course, be of assistance to teachers.

Consistent with the general treatment of educational expenses of all taxpayers, the regulations provide that educational expenses are not deductible if the education is required of the taxpayer in order to meet the minimum requirements for qualification or establishment in his intended trade or business, or the education is undertaken primarily for the purpose of obtaining a new position or substantial advancement in position, or primarily for the purpose of fulfilling the general education aspirations of the taxpayer. End of quote.

Additional information as well as information related to specific details may be obtained from the Washington or local offices of the Internal Revenue Service of the U.S. Treasury Department.

FLASH!

New York Life Insurance Company Announces Publication of "Should You Be A Social Worker?"

As announced in an earlier issue of *Social Work Education* the New York Life Insurance Company promised to include social work in its series on careers sometime during 1958. The article entitled "Should You Be A Social Worker?" will appear as an institutional advertisement in *Life* (July 28), *Saturday Evening Post* (July 12), and *Ladies Home Journal* (August issue). It is an excellent production in keeping with others in the series. Watch for it! The article will also be available in pamphlet form.

INFORMATION ON SOCIAL WORK EMPLOYMENT ABROAD

The National Social Welfare Assembly Circular, *Information about Social Work Employment Abroad* is available to Deans and Directors and faculties of schools of social work as well as to the national and international agencies now using it to answer inquiries from persons interested in social work employment in other countries.

The Circular provides information regarding general social work qualifications for service overseas, and outlines specifically the information any organization which employs social workers in overseas posts might need to have about an applicant. Attached to the Circular is a list of international and national agencies familiar with social work employment abroad or having international programs and relationships. The types of openings known to each agency are described briefly.

Agencies have found the Circular useful because:

- 1) It saves time for agencies which do not employ persons overseas but are willing to guide candidates to other agencies since only a brief covering letter needs to be enclosed with the Circular.
- 2) It serves a self-screening purpose for applicants and saves a fruitless round of inquiry for persons who do not qualify, since it provides clear information regarding general social work qualifications necessary for overseas posts.

3) It serves qualified applicants who may apply to an agency for a post in a country where the agency has no opening because the Circular and list of agencies can be sent to the applicant with the suggestion that he make direct inquiry to another agency.

4) It provides information for reference in inter-

views with individuals inquiring about social work employment in other countries.

Copies of the Circular and attached list of agencies may be obtained by writing direct to the National Social Welfare Assembly, 345 East 46th Street, New York 17, N. Y. Please state the number of copies desired.

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* 7th ANNUAL PROGRAM MEETING *
* Council on Social Work Education *
* Sheraton Hotel — Philadelphia *
* January 21 through 24, 1959 *
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